



## @USNPEOPLE WEEKLY WIRE

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NAVY LIVE, Chief of Naval Personnel Public Affairs

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### 3.) New Officer Career Tracks Being Mapped/ 27 JULY 15 [\[LINK\]](#)

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The current system rewards officers who adhere closely to traditional career tracks. "It doesn't leave a whole lot of breathing room if you want to, say, take a career intermission to start a family or go get an MBA," the defense official said. "We're going to address the issue of managing folks by year group," the defense official said

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

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The changes work to strengthen the Navy's culture of fitness through a focus on sustained health and fitness.

Secretary of the Navy Ray Mabus joined Mass Communication Specialist 2nd Class LJ Burleson on a special edition of the Weekly Wire Rundown to discuss the goals driving this policy change.

"What we're trying to move from is a physical fitness test twice a year, to a culture of fitness so that you're fit all the time, fit to do your job—you're a better Sailor.

"Our goal is to keep Sailors. Last year, we discharged about 1,500 Sailors. That's a huge number. We had a tremendous investment in all these Sailors, and they had a tremendous investment in the Navy. We want to make sure that we keep that investment and we keep it going both ways."

The NAVADMIN announcing the changes to the Navy's Physical Fitness Program is scheduled to be released on Monday, August 3.

Look for an episode of the Weekly Wire Rundown Sunday afternoon to preview all the changes contained in this announcement.

## **2.) Navy Announces Command Senior Chief Rating/ 29 JULY [\[LINK\]](#)**

NAVY TIMES, Andrew Tilghman

WASHINGTON (NNS) – NAVADMIN XX/15 released July 29 establishes the Command Senior Chief (CMDCS) rating to provide earlier leadership opportunity for senior enlisted.

Initial eligibility for conversion to the CMDCS Rating will be those active duty Sailors assigned the 9578 Navy Enlisted Classification (NEC). All future conversions to the CMDCS rating will be through the annual CMDCS administrative selection board.

"The CMDCS rating strengthens the command leadership triad and provides our very best senior chiefs increased responsibilities in this rating while enabling greater levels of experience as they advance through the ranks," said Fleet Master Chief April Beldo, fleet master chief for Manpower, Personnel, Training and Education (MPT&E).

Sailors with a 9578 NEC must request conversion or decline conversion to the rating by submitting NAVPERS Form 1306/7 to the command master chief detailer, no later than August 31, 2015.

This is a one-time opportunity for those eligible to convert. Future conversion to the CMDCS rate will be automatic from the annual administrative selection board.

Although highly encouraged, Sailors holding the 9578 NEC do not have to convert to the CMDCS rating. Those requesting not to convert will remain in the program until their projected rotation date (PRD), and will then be made available to their respective source rating detailer when in the detailing window.

For more information, read the NAVADMIN XXX/15 at the NPC website [www.npc.navy.mil](http://www.npc.navy.mil).

### **3.) New Officer Career Tracks Being Mapped/ 27 JULY 15 [\[LINK\]](#)**

NAVY TIMES, Andrew Tilghman

Top Pentagon officials are mapping out a way to scale back or end the "up-or-out" rules and joint billet requirements that have defined career paths for generations, a defense official said.

The goal is to scale back the rigidity of today's personnel system and create more leeway for officers to pursue individualized career tracks or even take time off in the civilian sector before returning to active duty and resuming a military career.

That will likely include asking Congress to authorize changes to two key Cold War-era laws: the Defense Officer Personnel Management Act of 1980, known as DOPMA, and the Goldwater-Nichols Act of 1986, a defense official said.

The need to change those laws are among the key conclusions emerging from an internal Pentagon review of the personnel system launched earlier this year by acting Undersecretary of Defense for Personnel and Readiness Brad Carson. He's vowed to seek "revolutionary change" and create a military personnel system that emphasizes talent rather than seniority.

Carson plans to unveil a slate of about 50 recommendations in August, the defense official said.

"We're looking at ways to help increase the flexibility to move people around on a timeline that's more conducive to the needs of the individual service but also the individual service member," said one senior defense official familiar with the review.

Specifically, that includes looking at changing, or even eliminating, the parts of DOPMA that impose statutory caps on the number of field grade officers each service can have, the defense official said.

The current law limits the total number of officers in the O-4, O-5 and O-6 paygrades. That helps create a rigid time-based personnel system with fixed promotion "zones" where selection is based more on seniority than skills, experience and performance. DOPMA was originally drawn up in the early years of the all-volunteer force and aimed in part to ensure that officers' career opportunities were roughly equal across all of the services.

For the services, removing the legal caps on the total number of officers would allow them to promote - or hold back - officers in a way that more closely reflects the private sector.

For officers, changing DOPMA might effectively eliminate the up-or-out system that forces individuals to earn a promotion on a set timeline or see their military career end with an automatic separation.

Under the current system, officers must compete against peers they enter the service with, meaning for example that an officer seeking promotion to the O-5 paygrade must do so around 16 years of service and must compete with all of the other officers who also have about 16 years of service.

The current system rewards officers who adhere closely to traditional career tracks. "It doesn't leave a whole lot of breathing room if you want to, say, take a career intermission to start a family or go get an MBA," the defense official said.

"We're going to address the issue of managing folks by year group," the defense official said.

Carson is likely to suggest that Congress authorize changes to DOPMA in the form of pilot programs and give the individual services a window of time to implement the changes, for example, five years, the defense official said.

The push for change in the military personnel system comes amid growing concern that the military will struggle to recruit and retain the high-skilled, high-tech force needed in an era of cyberwar, drones and weaponized space operations.

And some Pentagon officials see a rare window of opportunity as Congress is finalizing the first major overhaul of the military retirement system in more than 30 years. The new system will help foster a less rigid personnel system by offering portable 401(k)-style individual investment accounts to all service members regardless of whether they serve a full 20-year career.

Another measure that could create more flexibility for officers is loosening the requirements for "joint" service under the Goldwater Nichols Act.

Under the current system, officer promotion boards give priority to those who have served in jobs designated as joint and officially listed on the Joint Duty Assignment List. Those typically include jobs at the Pentagon, with combatant commands and other Defense Department agencies outside the military service branches.

Initially, the law was intended to tamp down interservice rivalries and encourage the services to work together. But nearly 30 years later, many military experts say it's achieved its mission and its requirements are outdated.

"In a lot of situations, the joint billet has become a perfunctory 'check the box' to make sure that your high-performers get past one of five sticky wickets before they are next up for promotion. Let's reject that premise. A high-performer is a high-performer. Whether they execute a joint billet or not, that is an artificial construct," the defense official said.

Carson's team that is developing recommended changes for the personnel system is still hammering out the details for potential implementation. The aim is to give the services significant autonomy to set their own parameters and timelines, the defense official said.

After drawing up an array of related legislative and policy changes, the services might let them take effect simultaneously with a new round of recruits or other cross-section of the force.

"The notion would be a single cohort would go through the system with all of these new changes to get a better idea of how larger changes might look," the defense official said.

Some changes will require Congress to pass new laws and many of the far-reaching policy changes would need tacit approval from Capitol Hill.

"One of the big questions is about how much runway the Hill will give us," the defense official said.

#### **4.) I'd Link to That Unofficial U.S. Navy Information and Resource Training Site/ 27 JULY 15 [\[LINK\]](#)**

DEFENSE MEDIA ACTIVITY, Terrina Weatherspoon

In 2001, Lt. Kelly Beamsley had a crazy idea. He decided to be a Navy Reserve recruiter in Fort Worth, Texas. But bringing a member into the Navy, he quickly realized, was the easy part. The hard part was what he could now do to support this member.

Most people do not know the plight of the Navy Reservist. Especially for new accessions who have never been active duty before. And where do you go for answers? Yes, Navy Operational Support Centers exist all over the world to help ease transitions and keep Sailors on track, but with so many people to support, the Sailor has to be able to find answers on their own if and when possible. And where do you even begin?

"The light bulb moment, being new to the reserves; simply wanting to know the ins and outs of the organization," said Beamsley, now a Lieutenant Commander. "My simple mindset was, how do I get stuff done, and where do I go to accomplish these tasks?"

There was website after website Beamsley could turn to for answers. And that was the problem. It was like a fourth Law of Motion. For every question, there is a website and two more questions. So Beamsley decided to do something about it.

He developed a one stop resource page for all things Navy. The website [www.kellybeamsley.com](http://www.kellybeamsley.com) has become a Reservist's best friend.

The website features a top nine most frequently visited websites, complete with links. Below that in alphabetical order is every single resource website the Navy has to offer. The site also contains pay charts, Evaluation and Fitrep tips, award writing resources, family care plan help, DTS instructions and links to 'how to' videos, and much more.

"When I first started in 2001, I had no clue about search engines," said Beamsley. "My simple dissemination method was word of mouth through recruiters - 90 out of 100 Officer Recruiters use the site & prior DCO applicants."

Around 2007 Beamsley simplified the site from about 140 Web pages, (he initially included a lot of recruiting pages) down to just one resource page. From April of 2014 to April of 2015 the site had gotten 1,135,405 visits. Divide that by 365 and the site gets about 3,113 per day.

"It's pretty cool," said Beamsley. "I helped more than 3,000 people get somewhere. I guess I can check the box in having helped your shipmate today. From a business perspective, this is pure value added."

It has taken 14 years of fine tuning for the website to be what it is today. At this point maintenance takes five minutes or less depending on what needs updating; changing a link, adding a reference, that sort of thing, easy. If there is something that requires research, well, it could take an hour or more.

And time isn't the only thing Beamsley spends on the site. He spends money as well. Domain names and hosts cost money. Total expense minus labor runs Beamsley about \$7 a month.

"For about \$7 a month, I can help 94,700 visitors get somewhere unknown, or help them get to a site quicker in the Navy system," said Beamsley.

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